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LABOUR WELFARE MEASURES IN L.S. MILLS LIMITED THENI, TAMILNADU

** Dr.A.Sulthan Mohideen, ** Mr.Mohamed Ishaq*

**Dr.A.SULTHAN MOHIDEEN*

M.Com.,M.Phil., Ph.D., SET.,

Assistant Professor of Commerce

Hajee Karutha Rowther Howdia College

Uthamapalayam

Theni District. Tamilnadu, India

***Mr.M.MOHAMED ISHAQ*

M.Com.,MBA.,M.Phil.,(Ph.D.)NET.

Assistant Professor of Commerce CA.

Hajee Karutha Rowther Howdia College

Uthamapalayam

Theni District. Tamilnadu, India

ABSTRACT

Initially, humanitarianism or social awareness motivated labour welfare activities. Driven by the desire for greater efficiency and output from workers, and with a view to attracting better workers, employers offer extra incentives in the form of labour welfare schemes. Such schemes also make it possible for employers to persuade workers to accept mechanization. Labour Welfare provides the provision of welfare facilities for the integrated development of an individual personality, social, psychological and cultural development facilities such as Housing, Transporting, Educational, Medical benefits, Rest and recreation, co-operative Societies, paid holidays, Sick leave, Social Insurance scheme, provident fund, gratuity schemes, pension, legal and financial advice would insist among the workers. A sense of all the tasks of management managing the human component is the central and most important tasks, because all these depends on how well it is done when employees are kept satisfied with good and conducive working conditions, the management becomes easy as the employees agree to co-operative with the organization. Hence welfare measure occupies the pivotal role in the personal management. So every employee should clearly and completely know about the welfare measures provided by their respective organization. Only when the employees are known fully about the different kinds of welfare measures they can judge the adequacy of the measure, so it is very important to have a good study about the welfare measures that exist in an organization.

Keywords: Labour, Welfare, Motivation, Facilities, Incentives

INTRODUCTION

Labour Welfare is a state of well being of the workers by improving their physical, mental, social and cultural conditions of life as well as health, safety, security and convenient conditions of work life. Labour Welfare programmes ought to improve

the work life as well as the social life of the people at work. Labour Welfare is an important facet of industrial relations, the extra dimension, giving satisfaction to the workers in a way, which even a good wage cannot. With the growth of industrialisation and mechanism it has acquired added importance. Employers have also realized the importance of their role in providing these extra amenities and yet, they are not always able to fulfill workers' demand, however reasonable they might be. They are primarily concerned with the viability of the enterprise. Labour Welfare, though it has been proved to contribute to efficiency in production is expensive. Each employer depending on his priorities gives varying degrees of importance to labour.

PROBLEM IDENTIFICATION

The aim or object of welfare activities is partly humanitarian, partly economic and partly civic. It is humanitarian, as it aims at providing certain facilities and amenities of life to the workers, which they themselves cannot provide. It is economic, because it improves the efficiency of the workers and keeps the workers contented and minimized the chances of conflict. Welfare measures are very much helpful to solve the problems in all industries. Keeping this, the importance of the welfare measures in any organization, the present study was conducted in the L.S. Mills Limited, one of the leading spinning mills in Theni District, to probe into the nature of welfare measures provided in it and to elicit the views of the workers about them. The empirical basis of the present study paved the way for taking active policy decisions in the best interest of both the management and employees of the study organization.

LITERARY REVIEW

Aggarwal, (1980),¹ stated that a policy of comprehensive social security and labour welfare would keep up industrial morale and efficiency and an indispensable

¹ S.L. Aggarwal., Labour Relations in India, McMillan Company of India Limited, Delhi, 1980.

means to production and productivity. He explained the various social security schemes operating in India and the difference between the schemes in India and abroad.

Bhagoliwal, (1983),² explained the various hazards and types of insecurity confronting the workers. Firstly, there may be income insecurity and hazards arising out of it; such insecurity may exist owing to: (i) inadequate wages, (ii) faulty methods of wage payments, illegal deductions, faulty calculations etc., (iii) lay-offs, dismissals and retrenchments. Secondly, there may be occupational insecurity which may occur due to: (i) occupational diseases, (ii) improper conditions of work, and (iii) industrial accidents. Thirdly, there may be natural insecurity owing to natural factors such as old age, invalidity, and death of breadwinner, sickness and maternity.

Bhatnagar, (1984),³ studied labour welfare and social security legislation in India. It is an in-depth study to determine the effectiveness of the Employees' State Insurance Scheme. The survey stated that a significant number of respondents had shown a defensive attitude; such an attitude could be explained in terms of such factors as the lack of knowledge of the scheme and the low level of education of the respondents. An inadequate advertisement of the scheme was also partially responsible for the lack of awareness of the scheme. These factors are responsible for the limited utilisation of the scheme, as the limited utilisation of the scheme would directly hit the basic aim and objectives of any social security measure.

Punekar, et.al., (1984),⁴ analysed the social security measures in India. He stated that the Employees' State Insurance Act and the Employees' Provident Funds Scheme were the most important Acts giving the maximum coverage of social security.

Bhatia, (1986),⁵ in his study as the administration of Workmen's Compensation Law found that the greater the effect of the accident, the need of help of a trained labour

² T.N. Bhagolowal, Economics of labour and Industrial Relations, Sahitya Bhawan, Agra, 1983.

³ Bhatnagar, Deepak, Labour Welfare and Social Security Legislation in India, Deep & Deep Publications, New Delhi, 1984.

⁴ Punekar, et.al., Labour Welfare, Trade Unionism and Industrial Relations, Himalaya Publishing House, Bombay, 1984.

becomes more important. There seems to be immense need of providing free legal aid and advance to the claimants under the Workmen's Compensation Act. Also, he found the quantum of compensation fixed by the law did not appear to have been formulated with an eye to the future. There is a need for enhancement of compensation in this age of inflation.

In the year 1984 Vijayaragavan conducted a study on the opinion of workers towards the welfare facilities in Rukmini mills, Silaiman. This study analyses the obstacles that hinder the implementation of welfare programmes and measures the general attitude of the workers about these programmes. Further it reveals the fact that implementation of welfare programmes is one of the important factors for higher productivity, reduction of absenteeism and better industrial relations.⁶

OBJECTIVES OF THE STUDY

The Major objectives of the Study are

1. To study the Profile of the L.S. Mill Limited in Theni.
2. To find out the condition of welfare facilities provided by the sample unit.
3. To trace the opinion of the workers regarding welfare facilities provided by the unit.
4. To offer suggestions to improve the welfare facilities in the L.S. Mills Limited.

HYPOTHESES

Hypotheses should be empirically testable. It should be possible to draw certain inference, which in turn can be tested by observation in the field. The hypotheses are tested depending upon the nature and object of research, which results in either accepting

⁵ K.L .Bhatia., Administration of workmen's Compensation Law: A Socio-Legal Study, Deep & Deep Publications, New Delhi, 1986.

⁶ D.Vijayaragavan., 'A study of the opinion of workers towards welfare facilities on Rukmini mills', Silaiman unpublished thesis, Mku, 1984.

the hypotheses or in rejecting it. The factors influencing the level of satisfaction are as follows.

1. Age
2. Sex
3. Marital Status
4. Educational Qualification

In this study, the following null hypotheses have been set and tested through the application of chi-square.

$$\text{The quality of Chi-square test } (X^2) = \sum \frac{(O-E)^2}{E}$$

Where, O = observed frequency

E = expected frequency

- (i) There is no significant relationship between age and the level of satisfaction
- (ii) There is no significant relationship between sex and the level of satisfaction
- (iii) There is no significant relationship between marital status and the level of satisfaction
- (iv) There is no significant relationship between educational qualification and the level of satisfaction

METHODOLOGY

Facts, information or premises, systematically collected and formally presented for the purpose of drawing inferences may be called data⁷, methodology includes sources of data, collection of data and analysis of data.

Sources of data

⁷ V.P. Micheal., Research Methodology in Management, Himalaya publishing House, Bombay,1996,p.66.

The researcher had both primary and secondary sources for data collection. The research has mainly based on secondary data. The data which have already been collected compiled and presented earlier by any agency may be used for the purpose of investigation such data may be collected secondary data. The primary data is a raw data. It is collected straight away from the concerned parties.

Collection of data

Data collection is the process of obtaining valuable and reliable information or purpose of research. Hence, the researcher mainly based on audited annual reports of the mill and other data were collected from the selected sections of the factory. The secondary data had been gathered from Books, Articles, Journals, reports, Newspapers, Balance sheets, financial statements etc., Welfare facilities provided by the mill, opinion about the facilities by labours are collected from the primary sources through interview schedule, which is quite popular method for data collection.

Analysis of data

The collected information's are analysed by various ratios. Most of the analysis is based simple percentage and it was shown in the form of tables, and it has been interpreted in a good manner. Simple tables were prepared for understanding the general profile of the respondents and statistical techniques such as chi-square test and hypothesis is used for analysis the data and finalizing difference in the responses.

PROFILE OF THE UNIT AND SAMPLE RESPONDENTS

PROFILE OF THE SAMPLE UNIT

L.S. Mills Limited is located in Theni district 47 km west to Madurai. The mill is located in 50 acres. This mill was started on 1980's by Mr. L. Sundarrajan, B.A., as a

partnership firm under the name of 'SRI SUNDARAM TEXTILES'. Initially started with 3000 spindles and then gradually the spindles were increased to 11000. In the year 1983, this firm was converted as the private limited company under the name of 'L.S.MILLS PRIVATE LIMITED'. This company was converted into public limited in 1992-93, under the name of L.S.MILLS LIMITED. Now this mill is managed by a board Mr. L .S. Manivannan is the managing director and Mr. L. S. Prabakaran is joint managing director. In the year 1990-91, L.S. Mills Limited started a sister concern under the name **Sarvesh Cotton Mills** at Muthuthevan Patty near Theni.

Establishment	-	1980's
Initial Investment	-	7 Crores
Company turnover	-	200 Crores
Location	-	Madurai Road, Theni
Award in the year 1995 (ISO 9001)		

Nature of Work

Cotton Mixing

The first process of production is mixing the raw cotton, which is purchased from various cotton growers and mixed for the purpose of further process. The raw cotton is packed in the form of bales are opened and the required varieties are mixed in required ratio and kept as stake.

Blow Room

The cotton from mixing room is processed through blow room machineries in which impurities and foreign matters are removed and cleaned Cotton is made into the form of sheet. This is called LAP. The realization in blow room depend upon the

percentage of the trash content in raw cotton and the level quality to be maintained in finishing yarn stage in this mill. It is maintained at 64 Percent to 96 Percent.

Carding

The LAP from blow room is processed through carding machines which open the cotton tufts to individual fabric and then to form of film. The main object of carding is too removing the impurities in the cotton slivers free from impurities and foreign matters. The input and output ratio of this carding machine is again subject to the quality of the raw cotton. The cleaning efficiency of blow room, machinery and also quality of the yarn to be maintained at 1.0.94 to 1.0.93.

This machine is heart of the spinning unit based on the performance of the machine yarn quality can be changed for fibres individualization purpose; three different types of cyclinder can be used.

Silver lap former

This is purely a preparatory machine for comber in which the individual carding sliver is made into group from 16 to 32 numbers parallel arranged and formed into lap from which called SILVER LAP.

Ribbon lap former

This also a comber preparatory machine through which 6 Nos. of sliver laps are fed drafter made into the form of a thin of cotton fibres mixed with in above. The other pressed by passing through calendaring roller and made into the form of lap called RIBBON LAP.

Comber

The main objectives of comber are to remove the short length fibres in the cotton being processed and to make the remaining fibres uniform in length to the maximum extent and short fibres are removed to the level required. The fibres are delivered in form of film and then made into silver form. The quality requirement of consumer and

high level of quality is maintained; according realization of the material processed through comber is maintained as 80 Percent to 85 Percent.

To improve the yarn quality this machine is used according to the customer requirement. This machine is used to remove the following yarn defects.

1. Short fibres
2. White neps

When compared to the wastage produced by all spinning machine waste production is higher.

Drawing

Length of silver from 8 to 16 is converted to one silver drafted and doubling to avoid the individual sliver defects. This machine helps as or minimizes the defects in the individual yarn length. The drawing is classified into two they are

1. Breaker Drawing
2. Finisher Drawing

Simplex

The silver from finisher drawing is fed through the drafting arrangement of simplex machine and made into form of roving in this stage. In this process this silver is changed into thread form and coiled into the bobbins. The nice and thin first quality yarn used to produce

T-shirts, Baniyan and other valuable shirts.

Spinning

The simplex bobbins are fed into the ring frames of spinning department. Here the final yarn is produced by thread after which it is coiled in this spinning paper tube is called a Cop.

Winding

The yarn from spinning in the form of Cops are wound on paper cones to the required weight this is called CONE. Spinning cops from yarn is diverted into cone from no additional purpose is served by this.

Auto Coner

Spinning cops from yarn is diverted into cone from with effective / defective clearance and also labour cost is low and production is high.

Reeling

This machine is used for handloom process and it may also be used to supply yarn by power loom. This machine used to have Cop yarn diverted into loose information with big knots.

Doubling

Based on consumer's requirements, this machine is used before reaching this spinning stage Cops yarn is made to doubling spinning to cops is diverted into one cheese without any twisting. The untwisting cheese is supplied to doubling.

Packing

The cone are packed in Hessians bags according to the desire of customer and kept for sales. In the final department of the spinning unit all materials are packed as per the customer requirement.

Bundling and Balling

The hark from of yarn is bundled to 40 yarns the cones are packed in the box each consisting of 50kg to 150kg.

PROFILE OF THE SAMPLE RESPONDENTS

This part deals with the analysis of data related to the demographic characteristics of the respondent. The various demographic characteristics of the sample respondent are their age; education, income, occupation and others are presented in this part.

Sex

TABLE 1

DISTRIBUTION OF THE SAMPLE RESPONDENTS ON THE BASIS OF SEX

Sl.No.	Sex	No. of respondents	Percentage
1	Male	105	70
2	Female	45	30
Total		150	100

Source: Primary Data

It is clear from table 1 that, out of 150 respondents 105 (70 Percent) respondents are male. And the rest 45 (30 Percent) respondents are female. From that it is understood that male workers dominate the female workers.

Age

TABLE 2

DISTRIBUTION OF THE SAMPLE RESPONDENTS BASED ON AGE

Sl.No.	Age	No. of respondents	Percentage
1	Below 30	105	70
2	30 - 40	27	18
3	41 - 50	12	8
4	Above 50	6	4
Total		150	100

Source: Primary Data

It is evident from table 2 that out of the total 150: 105 (70 percent) respondents are below 30 years of age, 27(18 percent) between 30-40 years, 12 (8 percent) between

41-50 years and only six (4 percent) of the respondents above 50 years of age. It is thus found that majority of the respondents belong to the age group of below 30 years.

Educational Qualification

TABLE 3

DISTRIBUTION OF SAMPLE RESPONDENTS ON THE BASIS OF EDUCATIONAL QUALIFICATION

Sl.No.	Educational Qualification	No. of respondents	Percentage
1	Up to H.S.C	78	52
2	I.T.I / Diploma	12	8
3	Graduate	36	24
4	Post Graduate	15	10
5	Profession	9	6
	Total	150	100

Source: Primary Data

Table 3 reveals that out of 150 respondents, 52 percent have completed only their higher secondary education, 24 percent have done their Under Graduate degrees, 10 percent of respondents completed their post graduate degree, Eight percent are I.T.I / Diploma holders. The professional level education takes the lowermost level of only up to Six per cent. Thus it is clear from the table, large number of respondents has had only higher secondary level education. The Undergraduates get the next rank followed by the others

Nature of Work

The employment nature of the employed persons is classified as permanent and temporary permanently employed peoples enjoys lot more benefits and concessions than

the temporarily employed. Of course the salary being higher and consistent for the permanently employed. The classifications of the employees are shown in table 4.

TABLE 4
DISTRIBUTION OF SAMPLE RESPONDENTS ON THE BASIS OF NATURE OF WORK

Sl.No.	Nature of work	No. of respondents	Percentage
1	Permanent	63	42
2	Temporary	87	58
	Total	150	100

Source: Primary Data

Table 4 shows that 63 (42 percent) respondents are permanent workers and 87 (58 percent) respondents are temporary out of the total 150 sample respondents. From those figures it is realized that temporary workers are more in number among the 150 respondents taken for the sample. But it is more important for permanent workers to be higher than temporary workers for a better development and improvement.

Income

The Salary obtain by working is the main source of income for the employed peoples and this determine their living standards. The increase or decrease in the income of a family mainly depends on the nature of occupation of the family members.

TABLE 5
DISTRIBUTION OF THE SAMPLE RESPONDENTS BY MONTHLY INCOME

Sl.No.	Monthly Income (Rupees)	No. of respondents	Percentage
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1	Below 2500	87	58
2	2500 – 5000	36	24
3	5001 – 7500	15	10
4	Above 7500	12	8
	Total	150	100

Source: Primary Data

It is inferred from table 5 that out of 150 respondents, 58 percent fall under the salary group of rupees below 2500 as their monthly income, 24 percentage of respondents get a monthly income between Rs.2500—5000, 15 percentage of respondents getting between Rs.5001—7500, and the lowest range of remaining eight percentage of respondents earn above Rs.7500 as their monthly income. From that it is understood the major number of the respondents 87 (58 percent) get the lowest income given by the factory of below Rs.2500 as their monthly income.

WELFARE MEASURES IN L.S. MILLS LIMITED

Labour welfare is based on dividing industrial welfare working into three categories: statutory; voluntary; and mutual. Statutory welfare is composed of those areas of welfare work, which depend for their implementation on the coercive power of the government. The government enacts certain laws for the provision of labour welfare in order to enforce the minimum standards of health and safety of the workers. Employers have to observe the rules relating to working conditions, hours of work, hygiene, safety, light, ventilation, sanitation, etc. Every country is increasing its statutory control over labour welfare. Voluntary welfare includes all those activities, which employers undertake for their workers on a voluntary basis.

There are some social organizations, which also undertake voluntary welfare work; for instance, the Y.M.C.A. Mutual welfare is a “corporate enterprise” undertaken by the

workers themselves. Some trade unions are also undertaking the responsibility of workers welfare.

Welfare amenities may within the precincts of the establishments and out side the establishments.

I. Welfare and amenities within the precincts of the establishment;

- i) Latrines and Urinals;
- ii) Washing and bathing facilities;
- iii) Crèches;
- iv) Rest shelters and canteens;
- v) Arrangements for drinking water;
- vi) Arrangements for prevention of fatigue;
- vii) Health services, including occupational safety;
- viii) Administrative arrangements within a plant for welfare;
- ix) Uniforms and protective clothing; and
- x) Shift allowance.

II) Welfare outside the establishments

- i) Maternity benefits;
- ii) Social insurance measure, including gratuity, pension, provident fund, rehabilitation;
- iii) Benevolent fund;
- iv) Medical facilities, including programmes for physical fitness and efficiency, family planning and child welfare;
- v) Education facilities, including adult education;
- vi) Recreation facilities, including sports, cultural activities, library and reading room;
- vii) Holiday homes and leave travel facilities;

- viii) Workers' co-operatives, including consumers' co-operative stores, fair price shops and co-operative thrift and credit societies;
- ix) Vocational training for dependants of workers;
- x) Other programmes for the welfare of women, youth and children, and
- xi) Transport to and from the place of work.

According to the Encyclopaedia of Social Sciences, industrial welfare work has taken numerous forms. There are special provisions for adequate light, heat, ventilation, toilet facilities, accident and occupational disease prevention, lunchroom, rest room, maximum hours, and minimum wages. Those concerned with less immediate working conditions and group interests are gymnasiums, clubrooms, playgrounds, gardens, dancing, music, house organs, mutual aid societies, vacation with pay, profit-sharing, stock-ownership, disability and unemployment funds, pension, savings banks, provision for conciliation and arbitration, shop committees and works councils. Still others are designed to improve community conditions and housing; provide model dwellings, retail stores, churches, schools, libraries, kindergartens; lectures on domestic science, play nurseries, dispensary and dental service; screen motion pictures, arrange athletic contests and organize picnics and summer camps.⁸

The illustration of various welfare services compiled together presents a combination of programmes administered in different situations. This combination is a result of the employer's motives, requirement and demands of the situation, employees' attitudes and reactions and the financial capacity of the enterprise to bear the costs of these programmes. It is neither possible nor feasible for any particular enterprise to undertake more than a fraction of the wide list classified under welfare work.

⁸ H.S. Pearson., "Welfare Work-Industrial," Encyclopaedia of Social Sciences, Vol. XV, 1935, p.396.

The study unit is providing many welfare measures for the benefit of the workers. These welfare measures are both monetary and non-monetary nature, these are completely analysed in the following headings

FINANCIAL MEASURES

Financial incentives are direct monetary benefits that are provided to employees to motivate them for better performance. Incentives include all the payments in addition to the employee's basic pay. It is the aspiration of the employees to earn as much money as possible from their jobs. Financial measures are introduced to motivate employees to render improved services, control absenteeism, cut waste and the like. The purpose of providing monetary welfare facilities in addition to normal salary is to induce a worker to contribute greater efforts to the increased production and services. L.S.MILL provides various financial measures to the workers. It gives attendance incentives Rs.50 per month or worth of gift for 100 Percent attendance of every month and Rs.25 per month for the workers to take one-day leave in a month.

This company provides loans for their workers and also provides advances for important and festival purpose. Increment is given to office staffs once in 6 months, increment for factory workers once in 3 months. Other financial incentives given by the mill is discussed in detail in the tables.

TABLE 6
RESPONDENTS OPINION ABOUT PRESENT PAY

Sl.No.	Present Pay	No. of respondents	Percent
1	Excellent	15	10
2	Good	39	26
3	Average	66	44
4	Bad	24	16
5	Worst	6	4
	Total	150	100

Source: Primary Data

From table 6 it is understand that highest percent or respondent's present pay is in average Level. 26 percent represents feel good about their salary, 16 percent respondents feel bad and 10 percent feel excellent about their pay.

House Rent Allowance

TABLE 7
RESPONDENTS OPINION ABOUT HOUSE RENT ALLOWANCE

Sl.No.	House rent allowance	No. of respondents	Percent
1	Excellent	9	6
2	Good	30	20
3	Average	51	34
4	Bad	57	38
5	Worst	3	2
	Total	150	100

Source: Primary Data

Table 7 exhibits 57 (38 percent) respondents say that their company giving HRA Amount is not enough. 51(34 percent) respondents say average, 30 (20 percent) respondents feel good, nine (6 percent) respondents in favour of excellent option. And the rest three (2 percent) respondents say that the HRA giving by the company is very bad.

Festival Advance

TABLE 8
RESPONDENTS OPINION ABOUT FESTIVAL ADVANCE

Sl.No.	Festival Advance	No. of respondents	Percent
1	Excellent	18	12
2	Good	27	18
3	Average	36	24
4	Bad	60	40
5	Worst	9	6
	Total	150	100

Source: Primary Data

Table 8 highlighted that out of the total 150 respondents, 18 (12 percent) respondents are belong to excellent category, 27 (18 percent) respondents say good about the festival advance given by the company. 36 (24 percent) respondents feel average. And 60 (40 percent) respondents feel bad about their festival advance. There are nine (6 percent) respondents feel worst about festival advance provided by the company. It reveals that majority of respondents satisfaction is more than average category.

Bonus

TABLE 9
RESPONDENTS OPINION TOWARDS BONUS

Sl.No.	Bonus	No. of respondents	Percent
1	Excellent	18	12
2	Good	51	34
3	Average	36	24
4	Bad	39	26
5	Worst	6	4
	Total	150	100

Source: Primary Data

Table 9 accurately reveals that 51(34 percent) respondents feel good in their bonus facility. 36 (24 percent) respondents got average satisfaction. 39 (26 percent) respondents feel not good and 18 (12 percent) respondents enjoy this facility with full pleasure.

NON FINANCIAL MEASURES

Medical Facility

All the workers in the mill were given medical facility in E.S.I. hospital. In some rare or emergency cases or if it is impossible to have medical treatment in E.S.I. hospital, the workers are taken to nearest Government hospital or private hospital.

TABLE 10
AVAILING OF MEDICAL FACILITY BY RESPONDENTS

Sl.No.	Particulars	No. of Respondents	Percent
1.	E.S.I hospital	105	70
2.	Private hospital	36	24
3.	Government hospital	9	6
Total		150	100

Source: Primary Data

Table 10 clearly indicates that out of the total 150 respondents, 105 (70 percent) respondents got their medical treatment in the E.S.I hospital. 36 (24 percent) respondents got their treatment in Private hospital. There are 9 (6 percent) respondents allowed to get their medical treatment in Government hospital.

Medical facility in E.S.I Hospital

TABLE 11
RESPONDENTS OPINION TOWARDS MEDICAL FACILITIES IN THE
E.S.I HOSPITAL

Sl.No.	Opinion	No. of Respondents	Percent
1.	Excellent	27	26
2.	Good	30	28
3.	Average	30	28
4.	Bad	18	18
5.	Worst	–	–
Total		105	100

Source: Primary Data

It is clear from table 11 among 105 respondents received medical facility in E.S.I. hospital, there are 30 (20 percent) of respondents voting in favour of Good and Average option respectively. 27 (18 percent) respondents say the medical treatment given by the E.S.I Hospital is spectacular. There is no respondent in the worst category.

Safety Measures

Adequate safety measures should be given properly to the workers during the working period. Proper training must be given before handling the machinery. All machines should be properly fenced, special cloths and masks should be given to the workers working close with cotton opener.

Safety Measures provided by LS Mills

- The safety committee is responsible for safety of the workers. They give instruction.
- Tight pants and white banyan are provided to the worker. who is working near by moving machines.
 - Gloves are provided to the fitters and electricians.
 - Equipment and machinery are regularly maintained and the fitters should check every day.
 - Welding Glass provided to welders who are working in workshop.
 - Windows are fitted in necessary places.
 - Factory always kept clean.
 - If any mistakes happened at the time of machinery operation, it will automatically stop.
 - Safety measures instructions are installed in all machinery in a factory.
 - To equate the temperature humidification, proper door facilities are provided in the factory.

TABLE 12
RESPONDENTS AVAILING SAFETY FACILITIES

Sl.No.	Particulars	Yes	No	Total
1.	Hoists and lifts	96	54	150
2.	Safety cloths and shoes	66	84	150
3.	Fencing of machinery	78	72	150
4.	Helmet	78	72	150

Source: Primary Data

It is witnessed from table 12, 96 respondents got wonderful Hoists and lifts facility. 66 respondents utilize safety cloths and shoes. 78 respondents are availing fantastic fenced machinery. There are 78 respondents got marvelous Helmet facility.

Working Environment

The Environment of working place should be in such a way as to induce the workers to work hard and not to be neglect. There should be proper ventilation and lighting and the floors should be kept clean.

TABLE 13
RESPONDENTS OPINION TOWARDS WORKING ENVIRONMENT

Sl.No.	Particulars	Excellent	Good	Average	Bad	Worst	Total
1.	Cleanliness	12	21	69	48	—	150
2.	Spacious of work spot	9	36	51	45	9	150
3.	Lighting	15	27	66	36	6	150
4.	Ventilation	18	39	48	30	15	150
5.	Rest hours	21	48	54	18	9	150

Source: Primary Data

Table 13 reveals that out of 150 respondents in cleanliness category 69 respondents favouring Average option. Most number of respondents in spacious of works spot category favouring good and average option. 66 respondents are favouring Average option in the lighting category. Highest number of respondents voting towards good and average options in favour of ventilation category. And finally 48 respondents have good opinion about rest during working hours.

Other Non-Monetary benefits

Other Monetary benefits consists various items and it is presented in table 4.9.

TABLE 14

RESPONDENTS OPINION TOWARDS OTHER NON-MONETARY BENEFITS

Sl.No.	Particulars	Excellent	Good	Average	Bad	Worst	Total
1.	Group Personnel Accident Scheme	15	45	48	36	6	150
2.	Deposit Linked Insurance Scheme	9	36	51	45	9	150
3.	Long Service Record	12	27	63	39	9	150

Source: Primary Data

Table 14 clearly shows that there is 45 respondents in the Group personnel accident scheme category have got lot of satisfaction. 48 respondents are favouring Average option. There are 51 respondents have normal satisfaction about the Deposit Linked Insurance scheme rendered by the company. There are 27 respondents in long service record category have got good satisfaction about the facility.

Conveyance Facility**TABLE 15****RESPONDENTS OPINION ABOUT CONVEYANCE FACILITY**

Sl.No.	Conveyance Facility	No. of respondents	Percent
1	Excellent	36	24
2	Good	57	38
3	Average	27	18
4	Bad	15	10
5	Worst	15	10
	Total	150	100

Source: Primary Data

Table 15 indicates that out of the total 150 respondents, 51 (38 percent) respondents feel their conveyance facility is good. The second large numbers of respondent 36 (24 percent) feel excellent in their conveyance facility. Average category consists 27 (18 percent) respondents. 15 (10 percent) respondents belong to bad category and also the worst category consists 15(10 percent) respondents. Hence the researcher concludes that the company provides very good conveyance facility to the workers.

Accommodation Facility**TABLE 16****RESPONDENTS OPINION TOWARDS ACCOMODATION FACILITY**

Sl.No.	Accommodation facility	No. of respondents	Percent
1	Excellent	39	26
2	Good	42	28
3	Average	45	30
4	Bad	18	12
5	Worst	6	4
	Total	150	100

Source: Primary Data

As could be seen from table 16 among 150 respondents, 45 (30 percent) respondents said that their accommodation facility is giving them normal satisfaction. 42 (28 percent) respondents are belonging to the category of good. There are 39 (26 percent) respondents feel and enjoy their accommodation facility excellently. There are 18 (12 percent) respondents are belonging to the category of bad. And the remaining 6 (4 percent) respondents are come under the category of worst. It is evidenced from the table the company provide fantastic accommodation facility to their workers.

Education Facility**TABLE 17****DISTRIBUTION OF SAMPLE RESPONDENTS BY EDUCATIONAL FACILITY**

Sl.No.	Educational Facility	No. of respondents	Percent
1	Excellent	24	16
2	Good	24	16
3	Average	54	36
4	Bad	39	26
5	Worst	9	6
	Total	150	100

Source: Primary Data

Table 17 inferred that out of 150 respondents, 54 (36 percent) respondents belong to the average group. There are 39 (26 percent) respondents come under the group of bad. 24 (16 percent) respondents feel good and very good about their educational facility. The worst group consists nine (6 percent) respondents. Thus it is evidenced from the table majority of the respondents are received their full satisfaction towards their educational facility.

Entertainment Facility

TABLE 18
RESPONDENTS OPINION TOWARDS ENTERTAINMENT FACILITY

Sl.No.	Entertainment facility	No. of Respondents	Percent
1.	Excellent	15	10
2.	Good	54	36
3.	Average	27	18
4.	Bad	48	32
5.	Worst	6	4
Total		150	100

Source: Primary Data

Table 18 inferred that highest number of respondents i.e. 36 percent is feeling good about the entertainment facility. 32 percent of respondents are fall under the category of bad. 18 percent of respondent's opinion about entertainment facility is average. Among them 10 percent of respondents really admired the entertainment facility given by the company. 4 percent of respondents belong to worst category. It is evidenced from the table majority of the respondents feel fantastic about their entertainment facility.

Rest Room Facility

TABLE 19
RESPONDENTS PREFERENCE TOWARDS REST ROOM FACILITIES

Sl.No.	Respondents preference	No. of respondents	Percent
1	Accommodation facility	72	48
2	Ventilation and lighting	48	32

3	Furnishing	18	12
4	Timing of the facility	12	8
	Total	150	100

Source: Primary Data

It is pointed out from table 19 out of 150 respondents, highest percentage of respondents (48 percent) give their first preference to accommodation facility provided by the mill followed by 48 respondents poll their vote for ventilation and lighting facility. There are 18 respondents shown their favorableness for furnishing facility. And the remaining 12 respondents give their opinion in favour of timing of the facility. From that it could understand that the mill provides very good rest room facility for their workers.

Toilet Facility

TABLE 20
RESPONDENTS OPINION TOWARDS LATRINE AND URINAL
FACILITIES

Sl.No.	Particulars	Excellent	Good	Average	Bad	Worst	Total
1.	Cleanliness	12	48	45	39	6	150
2.	Ventilation	9	36	75	21	9	150
3.	Water facility	24	54	48	21	3	150

Source: Primary Data

It is obvious from table 20 highest number of persons got full satisfaction about the cleanliness of the latrines and urinals. 75 respondents got normal satisfaction about the ventilation facility. The respondent's opinion towards water facility provided by the unit is wonderful.

Other Facilities

Other facility includes Drinking water facilities, first aid facility, training facility, and sports extension activity and crèche facility. These facilities are summarized in different tables.

Drinking water facility

Drinking water is a vital thing for all the beings. We cannot live in the world healthily without Purified drinking water. Hence the L.S Mills provide cool and hot water facility to the workers as well as staffs round the clock. The table 4.16 reveals that the classification of respondents towards water facilities provided by the mill.

TABLE 21**RESPONDENTS OPINION TOWARDS DRINKING WATER FACILITY**

Sl.No.	Opinion	No. of Respondents	Percent
1.	Excellent	9	6
2.	Good	24	16
3.	Average	69	46
4.	Bad	45	30
5.	Worst	3	2
Total		150	100

Source: Primary Data

It is pointed out from table 21 highest number of respondents 69 (46 percent) fall under the category of Average. 45 (30 percent) respondents come under the category of Bad. 24 (16 percent) respondents belong to Good category. There are nine (6 percent) respondents feel very well about their water facility.

Availability of first aid facility**TABLE 22****RESPONDENTS OPINION TOWARDS FIRST AID FACILITY**

Sl.No.	Opinion	No. of Respondents	Percent
1.	Excellent	12	8
2.	Good	15	10
3.	Average	72	48
4.	Bad	48	32

5.	Worst	3	2
Total		150	100

Source: Primary Data

It is noticed from table 22, 12 (8 percent) respondents opinion towards first aid facility is Excellent. There are 15 respondents belong to Good category. 72 respondents fall under the Average category.

LEVEL OF WORKERS SATISFACTION

Labourers satisfaction is an important element for business growth today business have become a part and parcel of our life. In the present competitive world there are numbers of spinning mills providing various welfare facilities to retain the workers and win the customers. Life is in search for satisfaction and satisfaction is a function of perceived performance and expectations. If the performance falls short of expectations it will lead to customers dissatisfaction. If the performance exceeds the expectations, the customer is highly satisfied or delighted. Satisfying the customers with their expectations enables to retain them, which results in achieving profitable growth.

Statistical level of respondents has been measured by adopting five point scales, namely excellent, good, average, bad, and worst. The scale consists of number of factors, which express either favourable or unfavourable results towards the welfare facilities provided by the mill.

Each respondent is given a numerical score and these scores are totaled to measure the respondent's satisfaction towards the welfare facilities provided by the mill. The factors considered influencing the satisfaction of the labourers are age, gender, marital status and educational qualification. For the purpose of the analysis, the sample respondents have been grouped on the basis of factors. The average satisfaction scores for each factor group are presented in table 23.

TABLE 23

DISTRIBUTION OF SAMPLE RESPONDENTS ACCORDING TO THEIR SATISFACTION

Sl.no	Category	No.of respondents	Percent
1	High	45	30
2	Medium	51	34
3	Low	54	36
	Total	150	100

Source: Primary Data

Table 23 shows that out of 150 respondents, 30 percent of the labourers are having high level of satisfaction, 34 percent of respondents are having medium level of satisfaction and finally 36 percent respondents are having low level of satisfaction. Hence it can be concluded that majority (36 Percent) of sample respondents are having low-level satisfaction with regard to the welfare facilities.

Testing of hypothesis

In this study it was decided to use χ^2 (chi-square) satisfied test which carried 5 percent level of significant to test the statistical significant of the framed hypotheses.

A chi-square value was obtained by the following formula

$$(O-E)^2$$

The quality of Chi-square test (χ^2) = \sum -----

$$E$$

Degrees of freedom = (R-1) (C-1)

Whereas,

O = observed frequency

E = expected frequency

R = number of rows

C = number of columns

On the basis of the framed objectives the following null hypotheses were framed.

1 Relationship between the age and the level of satisfaction

Level of satisfaction of the respondents based on their age is presented in table 24.

TABLE 24
AGE AND THE LEVEL OF SATISFACTION

Age	Level of satisfaction			Total Respondents
	High	Medium	Low	
Below 30	25	30	50	105
30 to 60	20	21	04	45
Total	45	51	54	150

Source: Primary Data

According to table 24 higher percent of respondents of the age group above 30 years have high-level satisfaction; Higher percent of the respondents falling in to age group below 30 years have medium level of satisfaction. It is thus evidenced that there is variation in the level of satisfaction according to the difference in age of the respondents. In order to study the significance of relationship between age and level of satisfaction the following null hypothesis is formulated and tested.

“There is no association between age and the level of satisfaction”

Chi-square test

Degrees of freedom = 2

Calculated value = 24.8

Table value = 5.991

Since the calculated value is higher than the table value the null hypothesis is rejected. This reveals that there is a significant relationship between age and the level of satisfaction.

2. Relationship between sex and the level of satisfaction

Level of satisfaction of the respondents based on their gender is given in table 25.

TABLE 25
SEX AND THE LEVEL OF SATISFACTION

Sex	Level of satisfaction			Total
	High	Medium	Low	
Male	33	30	42	105
Female	12	21	12	45
Total	45	51	54	150

Source: Primary Data

As per table 25 higher percent of male respondents have high and medium level of satisfaction; Medium level of satisfaction is also found in higher percentage of female respondents. It is clear that there is a deviation in the level of satisfaction to the change in gender of the respondents.

In order to study the significance of relationship between sex and level of satisfaction the following null hypothesis is framed and tested.

“There is no significant relationship between sex and level of satisfaction”

Chi – square test

Degrees of freedom = 2

Calculated value = 4

Table value = 5.991

Since the calculated value is less than the table value the null hypothesis is accepted; hence it is concluded that there is no significant relationship between sex and level of satisfaction.

3. Relationship between marital status and the level of satisfaction

Level of satisfaction of the respondents based on their marital status is listed in table

TABLE 26
MARTIAL STATUS AND THE LEVEL OF SATISFACTION

Martial status	Level of satisfaction			Total
	High	Medium	Low	
Married	18	23	22	63
Unmarried	27	28	32	87
	45	51	54	150

Source: Primary Data

It is obvious that there is variation in the respondent's satisfaction to the difference in the martial status of the respondents.

In order to study the significance of the relationship between the martial status and level of satisfaction the following null hypothesis is formulated and tested.

“There is no association between martial status and the level of satisfaction”

Chi – square test

Degrees of freedom = 2

Calculated value = 0.40

Table value = 5.991

Since the calculated value is less than the table value the null hypothesis is accepted. This shows that there is no significant relationship between martial status and the level of satisfaction.

4. Relationship between educational qualification and the level of the satisfaction

Levels of satisfaction of various educational categories of the respondents are indicated in table 27

TABLE 27

EDUCATION AND THE LEVEL OF SATISFACTION

Educational qualification	High	Medium	Low	Total
Upto Hsc	25	30	23	78
Graduate and post graduate	12	13	25	51
Professional and other	07	08	06	21
Total	44	51	54	150

Source: Primary Data

As per table 27 higher percentage of respondents belong to upto HSC category have maximum level of satisfaction. Graduates and professionals are having good satisfaction towards the welfare facilities provided by the mill.

The level of satisfaction varies according to the education of the respondents.

In order to study the significance of relationship between education and level of satisfaction; the following null hypothesis is framed and tested.

“There is no significant relationship between education and the level of satisfaction”

Chi-square test

Degrees of freedom = 4

Calculated value = 6

Table value = 9.488

Since the calculated value is less than the table value the null hypothesis is accepted.

This shows that there is no significant relationship between education and the level of satisfaction.

SUMMARY OF FINDINGS AND SUGGESTIONS

1. From the study it is learnt that about 70 Percent of the work force are males.
2. The survey indicates that most of the labourers come under the age group of below 30 years.

3. It is evident from the survey that majority (52 Percent)of the labourers completed only their Higher secondary class.
4. The study reveals that majority of the respondents are Temporary workers.
5. It is a fact that 58 Percent of laboures in the study area getting salary below Rs.2500. And 36 respondents are getting salary Rs. 2500 to 5000 per month.
6. The survey shows that about 58 Percent of respondents are unmarried and 42 Percent of the respondents are married.
7. It is witnessed from the study 93 respondents are having 0 to 3 years experience. 24 respondents are having 4 to 7 years experience in the job.
8. It is ascertained from the survey that 38 Percent of the respondent's present work load is normal. 26 Percent of the respondent's present workload is bad and which includes the supervisor, Accountant, clerks and others.
9. The survey clears that 44 Percent of the respondent's opinion towards financial facilities provided by the company is got Average satisfaction.
10. It is found out from the survey majority of the respondent opinion towards House Rent Allowance provided by the mill is not good.
11. The study clears that 18 Percent of the respondents have received very good festival advance.
12. It is inferred that from the study that most of the labourers are getting good bonus from the mill.
13. The survey shows that 51 Percent of the respondents have got wonderful lunch allowance.
14. 24 Percent of the respondents are receiving good city compensatory Allowance from the mill.
15. The survey indicates that 45 Percent of the respondents are collecting normal amount of children education allowance.

16. It is evidenced from the study majority of the respondent's opinion about washing allowance are very good.

17. The study indicates that most of the respondents (105) are getting the medical treatment in E.S.I. hospital. 36 respondents get their treatment in private hospitals.

18. It is learnt that from the survey 96 respondents got hoists and lifts facility. 66 respondents got safety cloths and shoes. 78 respondents received Helmet facility.

19. It is obvious from the study 69 respondents opinion towards cleanliness of the work place is normal. 18 respondents say excellent about their ventilation facility.

20. It is inferred that from the survey the study unit provide van and bus facility to staff and workers respectively, most of the respondents opinion towards conveyance facility is very good.

SUGGESTIONS

1. Designation of the Mill should be advanced in such a way to entertain females equally to males that will improve their standard of living and also of the society.
2. The Study unit should support workers of all age group and respect the aged and experienced persons by promoting them.
3. Importance of education should be made clear-cut so that everybody gains good knowledge, which is useful for the study unit as well.
4. The study unit should make the workers permanent after a proper interval from the join date, which will make workers happy of their job security and give their maximum hard work for the development of the Mill.
5. A hype in the salary should be given in regular interval of time for better response from the workers.
6. The number of persons having maximum years experience in the job is very low. So the mill has to produce more experienced workers.

7. The workload should be on the basis of their nature of work. It should be properly allocated to all the person right from the bottom.
8. Most of the respondent's opinion towards financial facilities provided by the mill is normal satisfaction. So the mill may give some more amounts of financial facilities to the workers.
9. From that study only minimum numbers of persons are getting their medical treatment in Government and Private Hospitals. So it is suggested that in emergency or important circumstances the respondents may be taken to the Private and Government Hospitals.
10. The mill may increase the safety equipments facility and precaution measures given to the workers working close with the machinery.
11. Most of the respondent's opinion about cleanliness of the working place is normal. So the mill may give some more importance to the cleanliness of the work place.
12. L.S. Mills may extend their bus and van facilities to some remote areas also.

CONCLUSION

In India, there is a large supply of labour force but our labourers are unskilled and unorganized. Our labourers are the most vulnerable section among the rural poor. Their socio-economic condition is miserable mainly due to widespread unemployment and under employment, poor wages and unorganized nature of labour. The welfare measures provide by the mill to the labourers is reflecting in their production, productivity and profit. And also it reflects in workers behaviour, morale and attitude. The present study has made an honest attempt to study the labour welfare measures provided by the L.S. Mills limited. This piece of research would help other persons for further research. This topic is confined to L.S. Mills limited only; the future researchers may take two or more mills in Theni District. And finally in this study only labour welfare measures are taken

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in to consideration. It is better to analyze the overall relationship between the management and labourers.